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Title: **Harrison, Town of and Harrison Professional Fire Fighters Association, International Association of Fire Fighters (IAFF), Local 2245 (2001)**

Employer Name: **Harrison, Town of**

Union: **Harrison Professional Fire Fighters Association, International Association of Fire Fighters (IAFF)**

Local: **2245**

Effective Date: **01/01/01**

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Harrison, Town Of And Local 2245
(Harrison Prof Ff Assn)

TO / FF

COPY

CONTRACT

2001 Through 2003

BETWEEN

HARRISON PROFESSIONAL FIRE FIGHTERS
ASSOCIATION

LOCAL 2245

AND

TOWN/VILLAGE OF HARRISON, NEW YORK

RECEIVED

FEB 18 2003

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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SCHEDULE A.....15

Agreement made this 14th day of November, 2002 by and between the Harrison Professional Fire Fighters Association Local 2245 affiliated with International Association of Fire Fighters (hereinafter called the "Association" or "Union") and the Town of Harrison, State of New York (hereinafter called the "Town").

WITNESSETH:

WHEREAS, the members of the Association are employed by the Town as Professional Fire Fighters, Superintendent of Equipment and Alarms, and Assistant Superintendent of Equipment and Alarms (hereinafter called "Professional Fire Fighters") in the Fire Department of the Town; and

WHEREAS, the parties hereto desire to cooperate to stabilize their labor relations by establishing general standards of wages, hours of service and other conditions of employment, and arbitration machinery whereby disputes and grievances between the Association and the Town May be adjusted without resort to strikes, lockouts or other interferences with the smooth operation of the Fire Department.

NOW, THEREFORE, the parties hereto agree as follows:

ARTICLE I
GOVERNING LAW

The law governing this Agreement shall be in the Public Employees Fair Employment Act, and such provisions of the Civil Service Law and the Local Laws of the Town of Harrison, State of New York, which are not inconsistent with the said act and the Civil Service Law.

ARTICLE II
RECOGNITION

A. The Town recognizes the Association as the sole and exclusive representative for all the Professional Fire Fighters employed by the Town.

B. The Town agrees that the Association shall be the sole exclusive representative for bargaining and grievances.

ARTICLE III
MANAGEMENT

Except as specifically limited by this Agreement, the elected body of government retains all rights mandated and the right of directing the employees, including but not limited to the services to be rendered, the location of physical facilities, the scheduling and standards of performance, the scheduling and hours shifts, the means, the methods and technology of rendering service, the right to hire, promote, demote and transfer employees, to establish rules

and conduct, to discharge or discipline for just cause and to maintain the efficiency of employees. These are the sole and exclusive responsibilities of the elected governing body involved.

ARTICLE IV SAFETY & LABOR RELATIONS

A committee consisting of not more than two representatives from the elected body of the government involved, three members of the Fire Fighters Association and the Chief of the Department or his designated representative shall formulate a Policy Manual setting forth the rules and regulations governing the employees of the Fire Department which are consistent with the Departments Rules and Regulations and related Town ordinances and/or codes; and a separate Operating Procedure Manual governing the operations and use of the facilities and equipment of the Fire Department

These said Policies and Procedures shall be promulgated no later than one (1) year from the date of signing of this agreement.

There shall be formed a joint labor-management committee whose purpose it shall be to review the collective bargaining agreement and make joint recommendations concerning the modification and/or deletion of obsolete and/or superfluous language from the agreement.

This clause shall not be construed to limit Town Board's right to manage the affairs of the Town which includes modification to the rules, regulations, policies, procedures, ordinances and codes.

This Article in no way limits any of the Association's contract rights.

ARTICLE V DUES DEDUCTIONS

The Town agrees to deduct from the paycheck of each employee who has signed an authorization payroll dues deduction card, the amount certified by an officer of the Association as Association dues. Deductions will be made from the payroll once a month and total dues collected will be delivered to the Secretary of the Association within twelve (12) working days of said withholding.

In the event the Association requests increases, the deductions as provided for in the first paragraph, which are authorized by the employees, the Town shall grant same if practicable.

The Town shall provide a statement once per year to the Association containing, the number of employees for whom deductions have been paid.

The Union shall hold the Town harmless from any claims or liabilities resulting from the Town's compliance with the contract's dues deduction provision.

ARTICLE VI
SENIORITY

- A. Seniority shall be determined from date of appointment to the rank of Probationary Fire Fighter provided he has successfully completed his probationary period and been permanently appointed.
- B. The probationary period for all newly employed Fire Fighters shall be for a period of six (6) months from date of their employment in the Fire Department.
- C. Appointment of members to squads shall continue to be made on the following basis:
 - 1. The senior man in each squad shall have been employed as a Fire Fighter for the Town for a longer period of time than any second man in any squad.
 - 2. The second man in each squad will have been employed as a Fire Fighter for the Town for a shorter period than any senior man in any squad and for a longer period than any third man in any squad.
 - 3. The third man in each squad shall have been employed as a Fire Fighter for the Town for a shorter period than any senior man or second man in any squad.
- D. In the event that two (2) or more employees were appointed in the same classification at the same time, their seniority shall be determined on the basis of the order that their names appear on the eligibility list from which their appointment to such classification is made with the employee standing higher on such eligibility list having the higher seniority.

ARTICLE VII
COMPENSATION AND RETROACTIVITY

The salary of all professional Fire Fighters shall be as set forth in attached guide. See Schedule A, including negotiated increases.

A. Members of the Association who regularly perform fire fighting duties shall work the following, tours of duty in accordance with the attached B.

B. Each day of a tour shall be from 8:00 a.m. until 6:00 p.m. for a total of ten (10) hours. Each night of a night tour shall be from 6:00 p.m. until 8:00 a.m. for a total of fourteen (14) hours. Refer to Schedule C.

ARTICLE VIII
RESERVED

This Article has been reserved.

ARTICLE IX
OVERTIME

Overtime shall be defined as any time worked in excess of the normally scheduled work week. However, in the event that a professional Fire Fighter is called back to duty from a non-duty status for anyone of the following six (6) holidays, he shall be paid, in money, twice the rate of the hourly rate of pay (double time). The holidays are: New Years Day, Easter, Independence Day, Labor Day, Thanksgiving, and Christmas.

In the event that any paid personnel are required to be called back to duty from a non-duty status for any reason whatsoever, said person shall be paid, in money, for such time during which he is on duty as a result of a recall at the rate of time and one-half. Minimum call back shall be no less than four (4) hours at a time and one-half the hourly rate of pay.

All overtime for fire fighting duties in any one year shall be paid at one and one-half times the hourly rate in effect at that time

The Union will be responsible for filling and allocating all overtime positions.

ARTICLE X
SICK LEAVE

Each Professional Fire Fighter shall be entitled to unlimited sick leave in accordance with present procedures as set forth by Town Board Resolution in effect as of December 31, 1967.

ARTICLE XI
VACATIONS AND PERSONAL LEAVE

A. Every Professional Fire Fighter of the Association shall receive each year a vacation of twenty-one (21) working days with pay, except as noted in Clause I, below. Actual working days only shall count as part of the allowed vacation and regular days off and holidays falling during the vacation period shall not be counted. Members of the Association are entitled to accept money instead of his vacation.

B. Vacation days shall be accrued on the basis of $13/4$ working days for each completed month of service in the calendar year, based on a twelve (12) hour average working day.

C. All vacation days which accrue between January 1st through December 31st, inclusive, in a calendar year, shall be taken in the following calendar year. Payment for unused compensatory and vacation time shall be made in December.

D. Members of the Association are entitled to actual vacations, except in the year of retirement at which time, the retiring member has the sole option of accepting payment for vacation time or actual vacation in time.

At retirement, the maximum lump sum vacation payment cannot exceed twenty-one (21) working days (252 hours). Payment for this time shall be made on the members effective retirement date.

E. Members of the Association who have not received vacation time which accrued or occurred during that time of the year of resignation, retirement, or his death, he or his beneficiaries shall be given pay equivalent to the number of hours of such unused vacation time.

F. FIFO/LILO – Any vacation time taken in any year will be on a First InFirst Out basis; the first time in, or accrued, shall be the first time out, or used.

G. Vacation selections by members shall be in accordance with past understandings that vacations will be scheduled in periods between January 1 and December 31 (inclusive) of the year in which said vacation is to be taken.

Four (4) men will be allowed to be on vacation at any one time.

H. The Members of the Association will have the option to taking their entire vacation at one time or splitting said vacation. Vacation choice shall be on a seniority basis by squads. Splitting of vacation time shall be on a seniority basis by squads also. Each member of a squad shall be given one (1) vacation choice before a second choice can be given to any member of the same squad. No less than nine (9) working days may be taken in any vacation choice-.

I. All members hired after January 1, 1985, will be entitled to fifteen (15) working days vacation with pay. Said vacation entitlement shall increase to twenty-one (21) working days with pay after completion of three (3) years service.

J. A Fire Fighter shall be entitled to three explained personal leave days. Except in urgent situations, ten days advance notice shall be given of intent to utilize a personal or special leave day.

ARTICLE XII HOLIDAYS

A. All members of the Bargaining Unit shall receive fourteen (14) holidays per year, whether worked or not. Holidays shall be taken as compensatory time off or paid in cash at the members sole option, at twelve (12) hours per day times the hourly rate of pay of that year. If any

or all of these fourteen (14) days are not taken or scheduled by the member as compensatory time off by November 1st of any year, this member shall receive payment for all unused holidays in December of the accrual year at the hourly rate of pay of the current year.

Holidays, whether in cash or in compensatory time off, must be taken within the calendar year, except when illness or injury interfere in which case they may be carried over into the next year, and they must be taken in that year or forfeited.

The Holiday schedule (sign-out sheet) shall be posted by December 1st for the entire succeeding year. The choice of Holidays will continue as is presently in effect.

Members of the Association will alternate the following days annually: Easter, Thanksgiving, Christmas and Christmas Eve.

The shifts will change no later than May 1st of the current year so that the squad scheduled to work Christmas Eve and Christmas will have Easter and Thanksgiving off. The squad that is scheduled to work Easter and Thanksgiving will have Christmas Eve and Christmas off.

The execution of such changes will be the responsibility of the members of the Association.

The President of the Union will submit a list of such unused holidays to the Comptroller by November 1st so that funds may be budgeted to pay for such holidays. Payment for up to fourteen days (14) will be at the option of the Union members. Days accumulated in any given year are payable in December of the year of accrual. Payment will be at straight time at the pay scale of the year in which the holidays occurred.

B. Members of the Association who have not received holidays which occurred or occurred during that time of year of resignation, retirement or death shall be given pay equivalent to the number of such unused holidays, or upon his death, his beneficiary shall receive said benefit.

C. The fourteen (14) holidays for the purpose of this agreement are the following:

- | | |
|-----------------------------|----------------------|
| 1. New Year's Day | 8. Independence Day |
| 2. Martin Luther King's Day | 9. Labor Day |
| 3. Lincoln's Birthday | 10. Columbus Day |
| 4. Washington Birthday | 11. Veteran's Day |
| 5. Good Friday | 12. Election Day |
| 6. Easter | 13. Thanksgiving Day |
| 7. Independence Day | 14. Christmas |

ARTICLE, XIII
LOSS OF HOLIDAY TIME

A. For every one hundred eighty-two (182) hours of sick time or proportion thereof, thereafter, that a member is out, the member will lose twelve (12) hours of holiday time credited to him.

The sick time shall be multiplied by a factor of .066 to determine the exact hours lost.

Example: 181 hours 59 minutes - no loss of holiday time
182 hours - loss of twelve (12) hours
273 hours - loss of eighteen (18) hours.

This clause refers to regular sick time only. A Fire Fighter who was injured (disabled) in the line of duty shall be entitled to all wages and benefits.

B. Effective January 1, 1989, a Fire Fighter who has a perfect attendance record for six (6) consecutive months (to be measured from January 1st to June 30th and again from July 1st to December 31st) shall be entitled to one (1) day C.T.O. for each six (6) months of perfect attendance. The benefit would not be cumulative, must be taken within six (6) months after it is earned or be lost (unless manpower shortages prevent the Department from allowing the Fire Fighter to take this time) and would not be given to retirees unless the retiree has worked on March 31st, without missing a day since January 1st.

ARTICLE XIV
RETIREMENT

The Town shall continue at its sole cost and expense to contribute to the State Employees' Retirement System on behalf of each Association member of the Fire Department of the Town on the basis of retirement upon completion of twenty (20) years of service as an employee of such Department and shall provide for all the benefits given under Sections 384, 384d, and 375i of the Retirement and Social Security Law and in accordance with Section 302-9d, and shall continue to assume all of the additional cost on account of service as an employee of such Department only as provided or mandated by Law.

ARTICLE XV
BENEFITS PLAN

A. All Fire Fighters shall be eligible for membership in the State Health Insurance Plan pursuant to the provisions of Article II of the Civil Service Law of 1967. Such insurance coverage shall be on a non-contributory basis for all employees and retirees hired prior to January 1, 1985.

All employees hired after January 1, 1985 shall pay an amount equivalent to 25% of the total cost of hospitalization under the provisions of coverage under the "New York State Health

Insurance Statewide Plan" until such time as they have reached tell (10) years service at which time the Town shall pay 100% of hospitalization coverage.

B. The Town shall, at its own cost and expense, provide dental coverage equal to the benefits of Homelife Dental Insurance Plan presently in effect, using the Homelife Dental Insurance Plan or equivalent plan, at the Town's option.

C. Effective January 1, 1983, retirees may elect to pick up the coverage of the then current dental plan - at no expense to the Town, subject to the approval of the Insurance Company then providing the coverage.

D. The Town reserves the right to change the Health Insurance Carrier or pursue a plan of self-insurance, upon the condition that the benefits being offered by the New Insurance Carrier and/or plan of self-insurance, shall be equal to or better than the benefits provided under the preceding contract (PomCo/MebCo Plan) in effect during the calendar year 1990. The Town will submit to the Association ninety (90) days prior to any contemplated change, a complete list of benefits offered by the new Health Insurance Carrier or plan of self-insurance.

E. In the event that the Association determines that the benefits being offered by the new Insurance Carrier or plan of self-insurance are not equal to, or better than the benefits now being provided, the Association may demand arbitration of the issue within ninety (90) days after receiving said offer.

F. It is understood that all medical benefits shall continue to be provided for all ssociation retirees,, their spouses and eligible children so long as the retiree is alive.

G. Any member of the Association covered by this agreement, who is covered by Health Insurance through a spouse, parent, or other person; can at the member's option, withdraw from the medical plan. If that election is made, he/she will be entitled to receive from the Town an amount equal to twenty-five (25%) percent of the premium which the Town would be obligated to pay for each year in which the member is not covered by the Town's plan. If the member wishes to rejoin the Town's Medical plan, he/she may do so at any time subject to the waiting period and rules imposed by the insurer. Prior to returning to the Town's plan, the member must rebate to the Town a pro-rated portion of premium. e.g. Fire Fighter Black withdraws from the plan on January 1st and receives \$ 1,000.00 from the Town, representing 25 % of the premium which the Town would have paid that year for Health Insurance covering Fire Fighter Black and his family. Fire Fighter Black rejoins the plan on July1st. Fire Fighter Black must repay to the Town the sum of \$500.00, i.e. 6 months/12 months x \$ 1, 000.00.

ARTICLE XVI LIFE INSURANCE

Effective January 1 1991, the Town shall obtain and continue to maintain in full force and effect, and pay all premiums for a thirty thousand (\$30,000.00) dollar double indemnity (for accidental death) insurance policy on the life of each member of the Association who shall be

insured, payable to a beneficiary designated by the respective insured Association member on or off the job.

ARTICLE XVII
BEREAVEMENT LEAVE

Each Professional Fire Fighter of the Association shall be entitled lip to four (4) days off to attend to the wake or funeral of the immediate members of his family, including his Father-in-Law or Mother-in-Law, Grandparent and Grandchildren.

ARTICLE XVIII
RECIPROCAL RIGHTS

A. The Town recognizes the right of the Professional Fire Fighter to designate representatives of the Association to appear on their behalf to discuss salaries, working conditions, grievances and disputes as to the terms and conditions of the contract and to visit Professional Fire Fighters during working hours.

B. The Association shall have the right to post official notices and communi cations on the bulletin boards, which are maintained in the Fire House and on the premises and facilities of the Town. The president of the Association or his designee shall have the tight to visit the Supervisor or the Town Board for the purpose of adjusting grievances and administering the terms and conditions of this contract.

C. Members of the Association who are designated or elected for the purpose of adjusting grievances or assisting in the administration of this contract shall be permitted a reasonable amount of time free from their regular duties to fulfill these obligations, which have as their purpose, the maintenance of harmonious and cooperative relations between the Town and the Professional Fire Fighters and uninterrupted operation of the Fire Department. Such committee shall not exceed three representatives. The Professional Fire Fighters would be released from their duties for negotiations and/or grievances. Under no event shall there be less than two (2) Professional Fire Fighters on duty.

D. Members who are designated to represent the Association may attend Statewide Conventions and meetings of the New York State Professional Fire Fighters Association, Inc. the International Association of Fire Fighters, and AFLCIO pursuant to their obligations as officers or delegates of the bargaining unit herein, and shall be permitted a reasonable amount of time free from their regular duties.

E. The Town agrees not to engage in lockouts and the Association agrees not to engage in strikes.

ARTICLE XIX
SPECIFIC RULES OF OPERATION

A. The Town hereby agrees that none of the provisions of this contract or any said rules and regulations can be altered, changed or modified, nor can any additional rules and regulations be promulgated without prior submittal to the Association for consideration.

The Union may seek to arbitrate whether or not any new duties fall within the Fire Fighters duties.

B. Any member of the Department, within or outside the Bargaining Unit, who meets the training qualifications will be qualified and permitted to drive the apparatus. The parties agree to establish a mandatory training program to qualify Operators of Apparatus.

C. The Town further agrees that if, due to unforeseen circumstances, there are less than two (2) Professional Fire Fighters coming on duty, one of the Professional Fire Fighters from the previous shift will be held over or an off-duty Professional Fire Fighter will be recalled. The intention being that there will be no less than two (2) Professional Fire Fighters on duty at all- times. If, during a tour, the number of Professional Fire Fighters shall be immediately recalled.

D. Unlimited exchange of duty will be granted to all members of the Association as long as the Director of Personnel is notified and will be granted subject to needs of Department, and, in his absence, the senior Professional Fire Fighters will be notified.

E. During the fourteen (14) hour shift from 6:00 p.m. until 8:00 a.m., members of the Association shall not be assigned any extra duties for a seven (7) hour period from 12:00 a.m. to 7:00 a.m., except in the case of emergency or fire calls and shall be allowed to remain in the living quarters presently in existence for such purpose which shall remain in its present location.

F. The Professional Fire Fighters will not be required, ordered, or asked to clean up after Volunteer social functions.

ARTICLE XX
FIRE FIGHTER DESIGNATION

A. The Town shall refer to the basic rank employee of the Fire Department as Fire Fighters instead of Firemen in all official and unofficial references.

B. All newly appointed Fire Fighters will be issued Turn Out Gear. The gear will consist of Bunker Pants, Turn Out Coat, Boots, Helmet and Gloves. All gear will be OSHA approved.

C. Beginning in October of 1990, there will be a review of Turn Out Gear every five (5) years. Turn Out Gear will be replaced as required. Turn Out Gear will be replaced at any time due to damage incurred during emergencies.

D. Effective January 1, 2002, each Fire Fighter shall receive an annual Uniform/Shoe Allowance of \$350 which shall be paid on a voucher system. The \$350 allowance shall be exclusive of Turn Out Gear. A Uniform Committee shall be formed to determine appropriate uniforms to be worn by the Fire Fighters. Any deadlock within the Uniform Committee shall be broken by the Town Supervisor. Two uniform supply stores shall be designated by the Town after consultation with the Union. All Fire Fighters must wear their uniforms while on duty.

ARTICLE XXI GRIEVANCE PROCEDURE

Any dispute arising concerning the interpretation or application of the terms of this contract or the rights claimed to exist thereunder shall be processed in accordance with the following procedure:

1. Such dispute by a Professional Fire Fighter shall be presented to his Association representative.
2. In the event that such dispute is not resolved within five (5) working days from such presentation, it shall then be presented by the Association to the immediate supervisor of said Professional Fire Fighter.
3. In the event that such dispute is not resolved by the immediate Supervisor, it shall then be presented to the Chief and his assistants.
4. In the event such dispute is not satisfactorily resolved or adjusted by the Chief and his assistants in five (5) days, then the Association shall present the same to the Town Board or its designee for settlement.
5. In the event that any dispute is not disposed of, it shall be referred by either party to arbitration before an impartial arbitrator, to be mutually agreed upon an impartial arbitrator within ten (10) days after the referral of such matter to arbitration, then an appointment shall be made in accordance with the rules of procedure of the American Arbitration Association for binding arbitration.

ARTICLE XXII CONTINUITY

If, upon the termination of this Agreement no new agreement is entered into between the parties, the parties hereto shall abide by the provisions of this Contract until a new agreement is reached between them, which new agreement will become effective as of the termination date of this Contract.

ARTICLE XXIII
OPEN NEGOTIATIONS

Any permissive State or Local Legislation or resolution arising subsequent to January 1, 1974, may be negotiated at any time during the life of this contract. This does not obligate the Town in any way to adopt such State Legislation or grant benefits to the Association under such Local Legislation or resolution.

ARTICLE XXIV
LONGEVITY

Effective January 1, 1998

Each member of the Association, after the completion of five (5) years of service, shall receive \$925.00 yearly, over and above his base salary.

Each member of the Association, after the completion of ten (10) years of service, shall receive \$1325.00 yearly, over and above his base salary.

Each member of the Association, after the completion of fifteen (15) years of service, shall receive \$1375.00 yearly, over and above his base salary.

Effective January 1, 1999

Each member of the Association, after the completion of five (5) years of service, shall receive \$1025.00 yearly, over and above his base salary.

Each member of the Association, after the completion of ten (10) years of service, shall receive \$1425.00 yearly, over and above his base salary.

Each member of the Association, after the completion of fifteen (15) years of service, shall receive \$1475.00 yearly, over and above his base salary.

Effective January 1, 2000

Each member of the Association, after the completion of five (5) years of service, shall receive \$1125.00 yearly, over and above his base salary.

Each member of the Association, after the completion of ten (10) years of service, shall receive \$1525.00 yearly, over and above his base salary.

Each member of the Association, after the completion of fifteen (15) years of service, shall receive \$1575.00 yearly, over and above his base salary.

Any Association member employed more then twenty (20) years shall also receive an extra one hundred (\$100.00) dollars for each year over twenty (20) years up to a maximum of five hundred (\$500.00), over the final longevity step.

Payment of such Longevity shall be in the first pay period in December of the current year and shall be by separate check.

ARTICLE XXV
AGENCY SHOP

Effective the first pay period of 1979, all employees represented by the Bargaining Unit who are not members of the Union, shall be required to pay to the Union an Agency Shop Fee Deduction, as provided by the Civil Service Law, which is an amount equivalent to the amount of dues payable by a member.

The employer will make deductions from the wages of said employee in the same manner as members of the Bargaining Unit, and shall transmit such amount to Harrison Professional Fire Fighters Association.

ARTICLE XXVI
PAST PRACTICE

All rights, privileges, and working conditions enjoyed by the employees at the present time, which are not included in this Agreement, shall remain in full force and effect, unchanged and unaffected in any manner, during the term of this Agreement unless changed by mutual consent.

ARTICLE XXVII
EYE GLASS PLAN

Each Association member is entitled to one hundred fifty (\$150.00) per year towards prescription glasses.

Effective January 1, 2002, the Town shall contribute on behalf of each Association member the sum of \$150 per year towards the amount required to cover each employee in the CSEA sponsored and run family vision/optical plan (Platinum 12). Other than the \$150 per member contribution set forth herein, the Town shall have no other responsibility or obligation with respect to vision or optical coverage.

ARTICLE I XXVIII
SCHOOLING

A. Schooling expenses shall be paid for by the Town-Village of Harrison for any approved course.

B. One firefighter shall be sent to school to become a certified Code Enforcement Officer. Who will then train the other firefighters employed by the Town-Village of Harrison in fire inspection procedures.

C. All firefighters employed by the Town-Village of Harrison shall be trained as certified First Responders.

ARTICLE XXIX
RESPONSE TO LEGISLATION OR JUDICIAL ACTION

Should any part hereof or any provisions herein contained be rendered or declared illegal or an unfair labor practice by reason of any existing or subsequently enacted legislation or by any decree or court of competent jurisdiction or by the decision of portion of this agreement shall not invalidate the remaining portions thereof provided. However, upon such invalidation, the parties agree immediately to meet and negotiate substitute provisions for such parts or provisions rendered or declared illegal or an unfair labor practice. The remaining parts or provisions shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal the day and year above written.

TOWN OF HARRISON

By: 

Stephen Malfitano
Supervisor/Mayor

HARRISON PROFESSIONAL
FIRE FIGHTERS ASSOCIATION

By: 

Joseph Lepino
President Local 2245

SCHEDULE A

Each Fire Fighter of the HARRISON PROFESSIONAL FIRE FIGHTERS ASSOCIATION covered by the terms of the Collective Bargaining Agreement shall receive, for 2001, an increase of three and one half (3.50%) percent over the base salary in effect on December 31, 2000. For 2002, an increase of three and one half (3.50%) percent over the base salary in effect on December 31, 2001. For 2003, an increase of three and one half (3.50%) percent over the base salary in effect on December 31, 2002.

FOR 2001

First Grade	\$66,371.
Second Grade	\$58,302.
Third Grade	\$51,872.
Fourth Grade	\$45,359.
Fifth Grade	\$39,994.

FOR 2002

First Grade	\$68,694.
Second Grade	\$60,343.
Third Grade	\$53,688.
Fourth Grade	\$46,947.
Fifth Grade	\$41,394.

FOR 2003

First Grade	\$71,098.
Second Grade	\$62,455.
Third Grade	\$55,567.
Fourth Grade	\$48,590.
Fifth Grade	\$42,843.